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TRANSMITTAL FORM (to be used for all correspondence after initial filing)	Application Number	09/672,483
	Filing Date	September 28, 2000
	First Named Inventor	McElroy, Sr. et al.
	Group Art Unit	2177
	Examiner Name	DEC 1-8 2000
Total Number of Pages in This Submission	7	Attorney Docket Number 12714US01

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ENCLOSURES (check all that apply)		
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<input type="checkbox"/> Amendment / Response <input type="checkbox"/> After Final <input type="checkbox"/> Affidavits/declaration(s) <input type="checkbox"/> Extension of Time Request <input type="checkbox"/> Express Abandonment Request <input checked="" type="checkbox"/> Information Disclosure Statement <input type="checkbox"/> Certified Copy of Priority Document(s) <input type="checkbox"/> Response to Missing Parts/Incomplete Application <input type="checkbox"/> Response to Missing Parts under 37 CFR 1.52 or 1.53	Remarks The Commissioner is hereby authorized to charge any additional fees which may be required or credit any overpayment to Account No. 13-0017.	

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SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT	
Firm or Individual name	Ronald E. Larson, Esq. McAndrews, Held & Malloy, Ltd.
Signature	<i>Ronald E. Larson</i>
Date	December 6, 2000

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In the Application of:

MARK W. McELROY, SR.

Serial No.: 09/672,483

Filed: September 28, 2000

For: METHOD FOR IMPROVING
ORGANIZATIONAL LEARNING
AND INNOVATION

CERTIFICATE OF MAILING

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Ronald E. Larson
Reg. No. 24,478

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INFORMATION DISCLOSURE STATEMENT

Assistant Commissioner for Patents
Washington DC 20231

Dear Sir:

Pursuant to 37 C.F.R. § 1.56, it is respectfully requested that the following references be
considered in the examination of the above-identified patent application:

US PATENT NO.	DATE	NAME
6,064,971	05/16/00	Hartnett
6,058,413	05/02/00	Flores et al.
6,032,141	02/29/00	O'Connor et al.
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6,029,043	02/22/00	Ho et al.
5,684,964	11/04/97	Powers et al.
5,331,545	07/19/94	Yajima et al.
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5,016,170	05/14/91	Pollalis et al.
4,895,518	01/23/90	Arnold et al.
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The above-identified reference(s) are listed on the attached PTO Form 1449, and copies are also enclosed herewith.

This submission is in no way intended as an admission that the above-cited references constitute prior art under any subsection of 35 U.S.C. § 102. Applicant expressly retains the



right to take any actions necessary to remove the above-cited references from the available prior art.

The Commissioner is hereby authorized to charge any additional fees which may be required or credit any overpayment to Account No. 13-0017.

Respectfully submitted,

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December 6, 2000
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